

STATE OF UTAH
STATE OPERATIONS
ANNUAL REPORT
(SOAR)
FY 2016

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UTAH LABOR COMMISSION

UTAH OCCUPATIONAL SAFETY AND HEALTH DIVISION
(UOSH)

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Introduction

Helping to ensure a safe and healthy workplace for every worker in the State of Utah is a joint effort by both the UOSH Compliance program (Compliance) and the UOSH Consultation and Education Services program (Consultation).

This introduction is common for both the State Operations Annual Report (SOAR) and the Consultation Annual Project Report (CAPR) because the Utah State Plan is a joint Compliance/Consultation effort to provide a safe and healthy workplace for every worker in the State of Utah through either the enforcement of the UOSH standards by Compliance and/or the assistance to employers through Consultation.

UOSH has developed a 5-year Strategic Performance Plan that will be in effect from FY 2015 through FY 2019. This five-year Strategic Performance Plan was developed on the basis that occupational safety and health in Utah is an integrated process with Compliance and Consultation working together to accomplish a common goal.

Utah operates a state plan occupational safety and health program under Section 18 of the federal Occupational Safety and Health Act of 1970 (the Act). Funding for this program is provided in accordance with Section 23 of the Act. Establishment and enforcement of state occupational safety and health standards form the core of this program. Utah provides a Consultation program in accordance with 29 CFR 1908 and the Consultation Policies and Procedures Manual (CSP 02-00-003). This program is designed to operate within the requirements established in Section 21 of the Act.

This report is a performance report of UOSH Compliance activities accomplished for the fulfillment of requirements included in the Strategic Plan (FY 2015 - 2019) and identified in the FY 2016 23(g) Grant Application.

UOSH Compliance Performance Summary

The UOSH program mirrors the federal program as closely as possible while still recognizing the autonomy and unique characteristics of the state.

During FY 2016, UOSH Compliance performed a total of 1,035 Compliance Interventions. The total UOSH interventions include 815 inspections, 20 visits, and 200 compliance assistance (CA) in the public and private sectors. These interventions removed approximately 44,330 employees from 1,452 identified and corrected hazards.

UOSH, in line with its strategic and performance plans, emphasized the prevention of fatalities and the reduction of the Utah fatality rate for industries under UOSH's jurisdiction. UOSH also made a concerted effort to reduce the Utah Annual Recordable Case Rate in Construction and General Industry. UOSH promoted a safety and health culture through participation in Compliance interventions, presentations and the Voluntary Protection Program (VPP).

Compliance Activity

1. Emphasis Initiatives - Inspections		# of
Public Sector - Inspections		17
Construction LEP		181
Amputation LEP		118
2. Fatality Cases Reported to UOSH		# of
Reported to UOSH		29
Inspections accomplished		11
Investigations accomplished		18
3. Serious Injury Cases Reported to UOSH		# of
Reported to UOSH		428
Inspections accomplished		160
Investigations accomplished		268
4. Safety and Health Complaints		# of
Safety and Health complaints received		516
Inspections accomplished		230
Investigations (Phone/Fax) accomplished		131
Referred to other agencies		17
5. General Industry		# of
Total General Industry		399
Inspections accomplished		396
CA accomplished		3
6. Construction		# of
Total Construction		533
Inspections accomplished		402
CA accomplished		131
7. Public Sector		# of
Total Public Sector		103
Inspections accomplished		17
Public Sector Consultation Visits		20
Public Sector CA		66

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8. Whistleblower Complaints		# of
Whistleblower complaints received		140
Total Investigations completed in FY 2016		93
Investigations opened in FY 2016 and not completed		33
Merit Determinations in FY2016		1
Non-Merit Determinations in FY 2016		21
Cases settled		5
Administratively closed		82
9. VPP applications activities		# of
Total Participants		8
Applications received		2
Presentations accomplished		1
Pre-audits accomplished		0
Recertification audits accomplished		1
10. Compliance Outreach		# affected
Annual Utah Conference on Safety and Industrial Hygiene		100
Associated General Contractors (AGC) of Utah Conferences		200
AGC Safety Awards Presentation		100
The Utah Petroleum Association - Service, Transmission, Exploration & Production Safety (STEPS) meetings		40
Utah Roofing Contractors Association Board of Directors		10
Utah Safety Council Annual Meeting and Awards Luncheon		500
Utah Safety Council Presentation		50
American Society of Safety Engineers		100
Nucor Rail Yard Safety Conference		50
Total Outreach Activities Accomplished		1,150

Compliance Outreach

UOSH continually provides outreach to employers on construction standards. Management staff is working with members of the construction industry and construction trade associations to keep them informed of changing UOSH requirements. Many opportunities to share the safety message were made available this year.

Presentations were conducted at:

- Annual Utah Conference on Safety and Industrial Hygiene:
 - Construction and Amputation LEP; Confined Spaces in Construction; Voluntary Protection Program (VPP)
- Associated General Contractors (AGC) of Utah Conference:
 - Confined Spaces in Construction; Silica; Electronic Reporting; Panel on UOSH/OSHA Issues
- AGC Safety Awards Presentation
- Utah Petroleum Association - Service, Transmission, Exploration & Production Safety (STEPS) meetings
- Utah Roofing Contractors Association Board of Directors
- Utah Safety Council Annual Meeting and Awards Luncheon
- Utah Safety Council Presentation:
 - Temporary Workers
- American Society of Safety Engineers:
 - Construction LEP; Amputation LEP; UOSH
- Nucor Rail Yard Safety Conference

UOSH actively participated in the National Safety Stand-Down from May 2 - 6, 2016, to help prevent falls in the construction industry and attended a Safety Stand-Down event sponsored by an employer. Compliance Safety and Health Officers (CSHOs) and Industrial Hygienists (IHs) promoted workplace safety and provided information about fall protection and the Stand-Down during any and all CA activities, investigations and contact they had with the public and with stakeholders. The message of safety and awareness was delivered to an approximately 1,240 employers, employees and the public, along with information about free resources they can use to improve their safety programs. These activities will continue in FY 2017 as opportunities present themselves.

The UOSH Advisory Council continued to promote and improve occupational health and safety conditions for employers and employees in Utah. The UOSH Advisory Council functions by providing information, advice and assistance regarding issues, programs and activities related to occupational safety and health in Utah.

Utah Workplace Safety Week

Senator Karen Mayne of the Utah State Senate sponsored Senate Bill 106 in the 2014 Legislative Session for annual recognition of Utah Workplace Safety Week during the third week of June. Together with Utah employers, the Utah Labor Commission and UOSH participated in several events held during the third week of June, 2016. In FY 2016, the Utah Workplace Safety Week was recognized from June 20 - June 24.

On June 24, the Labor Commissioner, Sherrie Hayashi presented safety awards at the Utah AFL-CIO conference held in conjunction with Utah Workplace Safety Week. The Director of UOSH attended the conference and the presentation of awards.

During this week, each CSHO promoted workplace safety during any and all investigations, CA activities and contact with the public and with stakeholders by providing free handouts, flyers and other resources related to workplace safety and health.

Safety and Health Achievement Recognition Program (SHARP)

During FY 2016, there was one new public sector Safety and Health Achievement Recognition Program (SHARP) entity, North Davis Sewer District. There are currently eight Public Sector SHARP entities.

Public Sector SHARP Participants Table

No	Company Name	Since	Latest Recertification	Expiration	Employees
1	Lehi City FD #81	4/9/2012	5/14/2015	5/14/2018	47
2	Lehi City FD #82	4/9/2012	5/14/2015	5/14/2018	40
3	Sandy City FD #31	9/3/2013	9/22/2015	9/22/2018	50
4	Sandy City FD #32	9/3/2013	9/22/2015	9/22/2018	45
5	Sandy City FD #33	9/3/2013	9/22/2015	9/22/2018	45
6	Sandy City FD #34	9/3/2013	9/22/2015	9/22/2018	45
7	Sandy City FD #35	9/3/2013	9/22/2015	9/22/2018	45
8	North Davis Sewer	4/18/2016	n/a	4/11/2018	95

Public Sector Consultation Activities

The Public Sector Consultation Program conducted 20 visits statewide. Of the 20 visits conducted, 14 were initial visits, 4 were training and education visits and 2 were follow-up visits.

As a result of the 14 initial visits conducted, 69 serious hazards were identified and abated.

The Public Sector Consultation Program conducted 66 CA activities which involved outreach, promotion, training and education with both safety and health related aspects.

Many cities were visited in Salt Lake and Utah counties as an ongoing outreach effort to promote Public Sector Consultation.

A number of state agencies, county departments, cities and special service districts were provided assistance this year. Many of these requests came from those visited in promotion of Public Sector Consultation previously or from the outreach activities from the current and prior years.

Public Sector Consultation Activity Table

Visits	Type
14	Initial visits
4	Training & Education Visits
2	Follow-up
20	Total Public Sector Consultation

Public Sector CA	
66	Outreach, Promotions and Training & Education

Voluntary Protection Participants & Current Status

UOSH continues to promote VPP through presentations with the assistance of existing VPP members and employees. UOSH will increase awareness in the Compliance and Consultation staff to assist in identifying potential candidates. Other means available to promote VPP in Utah are the Labor Commission website, the Labor Commission newsletter, participation at conferences, such as the Voluntary Protection Programs Participants' Association National and Regional Conferences, the Annual Safety and Industrial Hygiene Conference, and through other professional associations. UOSH has continued the agreement with federal OSHA to utilize the use of Federal "Special Government Employees" (SGEs) to assist the Compliance staff in VPP audits.

The following VPP applications are in the process of being reviewed and/or waiting for corrections to be made by the employer: Farmland Foods, Inc. and Milliken & Company.

Current VPP sites are listed in the next table.

Voluntary Protection Participants Table

Voluntary Protection Participants						
	Company Name	Since	Status	Latest Recertification	Expiration	Employees
1	GE Medical	04/14/2003	Star	7/15/2013	08/18/2018	587
2	Morton Salt	06/29/2004	Star	Pending	07/28/2015*	135
3	Frito Lay	07/20/2004	Star	1/12/2013	04/25//2018	275
4	Pacific States Cast Iron Pipe Co.	10/21/2009	Star	Pending	09/26/2015*	220
5	Firestone Building Products	10/20/2009	Star	04/25/2013	4/23/2018	34
6	Conoco Philips	01/06/2010	Star	12/10/2012	12/13/2017	12
7	Nucor Building Systems-Utah, LLC	05/13/2015	Star	n/a	05/14/2018	270
8	Raytheon Oakley Systems, LLC	08/27/2015	Star	n/a	08/28/2018	90

* Pending final approval for recertification

Local Emphasis Programs

Construction Industry

UOSH has focused on construction worksites by developing and implementing a Local Emphasis Program (LEP) for Construction Industry, Directive number 2014-001, which became effective August 1, 2014. The Directive was established to reduce the incidents of injury, illness and fatality among workers in the construction industry by focusing on the "Big 4" construction hazards: falls from elevations, caught-in or between, struck-by and electrocution and to work in cooperation with the construction industry to help achieve effective safety and health management systems.

LEP effectiveness: The Construction LEP has been in effect over two years as of September 30, 2016. Some of the tools UOSH used to evaluate the effectiveness of the Construction LEP were the number of inspections and compliance assistance conducted by UOSH, the number and types of violations cited as a result of the LEP, the number of employees removed from hazards, the number of injuries sustained within the construction industry as compared to the previous fiscal year, and the amount of penalties as a result of the LEP inspections. By evaluating the information gathered, the effectiveness of the program can be determined as a result of compliance activity at construction sites throughout Utah as covered by the LEP.

Number of Construction LEP inspections and violations: Using Local Emphasis Program inspection criteria, data was gathered for Construction LEP inspections conducted from October 1, 2015 through September 30, 2016. There were 181 inspections conducted (affecting 1,255 employees) during this time with 397 hazards identified and eliminated, that is approximately 2.2 violations per inspection. There were 14 repeat violations, 7 failure-to-abate violations, 351 serious violations and 25 other-than-serious violations. Four violations were contested.

The data gathered from the OSHA Information System (OIS) indicate of the 397 violations, the most frequently cited standards were related to fall protection (Subpart M of 29 CFR) at 147 violations and scaffolds at 114 violations.

The following are the standards cited for the Construction LEP inspections of worksites by UOSH:

1. Fall Protection (147 violations)
2. Scaffold (114 violations)
3. Electrical (39 violations)
4. Ladders (25 violations)
5. Excavation (20 violations)
6. Recordkeeping (15 violations)
7. Head protection (6 violations)
8. Industrial Trucks (5 violations)
9. Unprotected rebar (4 violations)
10. Injury/Illness reporting requirements (4 violations)
11. Gas welding and cutting (4 violations)
12. Rigging (4 violations)
13. Stairways (3 violations)
14. Cranes and derricks (2 violations)
15. Circular hand-fed rip saw (2 violations)
16. Frequent inspections and correction of unsafe conditions (1 violation)

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The standards cited by UOSH are directly related to the hazards observed during LEP inspection activity and it shows the top hazards to which employees were exposed (fall protection, scaffold, electrical, ladders, excavation) fall within the category of the “Big 4” hazards that the Construction LEP is designed to target.

The total number of inspections conducted by UOSH during this period was 815, meaning the Construction LEP inspections accounted for 22.2% of the inspections conducted. The total number of violations cited by UOSH during this time was 1,452, meaning the violations cited as a result of the Construction LEP accounted for 27.3% of the violations.

CSHOs conducted 134 Compliance Assistance (CA) activities under the Construction LEP affecting 1,511 employees in Utah.

The total number of employers reached under the Construction LEP was 315, whereas 2,766 employees were affected by UOSH’s Compliance and outreach efforts.

The total number of workplace injuries was gathered using the Utah Labor Commission Industrial Accidents Division’s database and it was found there was a decrease in the number of injuries in the construction sector. From October 1, 2014 through September 30, 2015, there was a total of 2,328 injuries reported to the Industrial Accident’s Division as compared to 2,096 injuries from October 1, 2015 through September 30, 2016. The average number of employees within this sector for FY15 and FY16 (data available for first two quarters) was 84,267 and 88,303, respectively. This shows that although the number of employees has increased in the construction sector, there was a decline in work-related accidents resulting in injuries.

The number of accidents in the construction sector reported to UOSH during FY15 and FY16 was 53 and 104, respectively, which could be due to a statewide increase in construction and employers being more aware of reporting requirements. The difference in numbers, from those in the Industrial Accident’s database, are understandably less due to the reporting requirements of UOSH; however, the difference could be due to the under-reporting by employers to UOSH.

Results gathered from inspections conducted during FY16 were compared to the results from the analysis conducted for FY15. Analysis between the two fiscal years shows that the number of inspections conducted increased resulting in an increase in the number of hazards removed from the workplace thereby creating a safer working environment. See the table below for a comparison of some of the data gathered from FY15 and FY16.

Construction LEP Analysis - FY15 and FY16

Construction Industry (LEP)	FY15	FY16	Diff.
Inspections Conducted	113	181	68
Hazards Identified	211	397	186
Violations per Inspection	1.9	2.2	0.3
Compliance Activities	160	134	(26)
Employees Affected	3,161	2,766	(395)

Construction Industry (Total)	FY15	FY16	Diff.
Injuries Reported to Industrial Accidents	2,328	2,096	(232)
Average Number of Employees in Construction NAICS	84,267	88,303	4,036
Injury and Illness Rate (BLS)	2.8	2.4	0.4

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Based on the above information, it appears the Construction LEP had a positive impact on the construction industry, mainly by the decrease in the number of injuries to employees.

UOSH will continue to provide education and compliance assistance to employers, as well as enforce regulations where hazards are observed, to ensure employers and contractors in the construction industry are aware of the hazards and take appropriate steps to eliminate employee exposure to those hazards.

With the continuance of the Construction LEP and targeting “Big 4” hazards, UOSH believes the incidents of injury, illness & fatality among workers in construction will be further reduced.

Amputations LEP

UOSH’s inspection history and employers’ accident reporting trends indicate that employee exposures to unguarded or inadequately guarded machinery and equipment, together with associated hazardous energy exposures during servicing and maintenance activities, occur in many workplaces. Based on this information, UOSH recognized the need to develop a local emphasis program (LEP), implemented on November 1, 2014, designed to identify and reduce workplace hazards due to machinery and equipment which are causing or are likely to cause amputations in general industry.

LEP effectiveness: The Amputation LEP has been in effect for two years as of October 31, 2016. Some of the tools that UOSH used to evaluate the effectiveness of the Amputation LEP were the number of inspections and compliance assistance conducted by UOSH, the number and types of violations cited as a result of the LEP, the number of employees removed from the hazards, the number of injuries classified as amputations where machines are present that could likely cause such injury as compared to the previous federal fiscal year, and the amount of penalties as a result of the LEP inspections. By evaluating the information gathered, the effectiveness of the program can be determined as a result of compliance activity throughout the State of Utah that is covered by the LEP.

Number of Amputation LEP inspections and violations: Using LEP inspection criteria, data was gathered for the Amputation LEP inspections conducted from October 1, 2015 through September 30, 2016. During this time, Compliance Safety and Health Officers (CSHOs) conducted 118 inspections under the Amputation LEP (affecting 4,386 employees) with 295 hazards identified and eliminated, approximately 2.5 violations per inspection. There were 286 serious violations and 9 other-than-serious violations cited. The number of “no inspections” conducted due to the employer no longer being in business or moving to a different location was 42. This number has been reduced from FY 2015 which had 74. The reduction in “no inspection” activity is the result of management and CSHOs conducting research, to determine if the establishments were still in business, prior to driving to the site to open an LEP inspection. UOSH will continue to conduct such research in order to save resources.

The data gathered from the OSHA Information System (OIS) indicate that of the 295 violations, the most frequently cited standards were those related to machine guarding at 158 violations and lockout/tagout at 60 violations.

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The following are the standards cited for the Amputation LEP inspections of worksites by UOSH:

1. Machine guarding (158 violations)
2. Lockout/Tagout (60 violations)
3. Electrical (20 violations)
4. Powered industrial trucks (11 violations)
5. Hazard communication (9 violations)
6. Removing tools/equipment/materials without authorization (9 violations)
7. Respiratory protection (6 violations)
8. Walking-working surfaces (4 violations)
9. Recordkeeping (4 violations)
10. Not reporting injury within 8 hours (2 violation)
11. Welding (2 violations)
12. Hazard assessment certification (2 violation)
13. Guarding portable power tools (2 violations)
14. Overhead and gantry cranes (2 violations)
15. Frequent inspections and correction of unsafe conditions (2 violations)
16. Ventilation (1 violation)
17. Flammable liquids (1 violation)
18. Spray finishing (1 violation)
19. Food processor operator training (1 violation)

The standards cited by UOSH are directly related to the hazards which were observed during LEP inspection activity and it shows the top hazards to which employees were exposed (machine guarding and lockout/tagout) fall within the scope of the Amputation LEP, which is designed to target hazards employees may be exposed to that could result in amputation or death.

The total number of inspections conducted by UOSH during this period was 815 meaning the Amputation LEP inspections accounted for 14.5% of the inspections conducted. The total number of violations cited by UOSH during this time was 1,452 meaning the violations cited as a result of the Amputation LEP accounted for 20.5% of the violations.

The number of injuries classified as amputations in the manufacturing sector (the main focus of the Amputation LEP) for FY16 was gathered using the Utah Labor Commission Industrial Accidents Division's database and it was found there were eight such injuries. The number of accidents resulting in amputations in the manufacturing sector were reported to UOSH during the same time frame was 19, which was higher than those shown in the Industrial Accidents database. There were 14 injuries classified as amputations in the Industrial Accident's database for the manufacturing sector in FY15. The number of accidents resulting in amputations in the manufacturing sector reported to UOSH during the same time frame was 22. The difference in the number of accidents resulting in amputations reported to UOSH and those shown by Industrial Accidents may be due to how injuries are coded in the Industrial Accident's database.

Evaluation of the data shows the number of work-related amputations in the manufacturing sector decreased from 22 in FY15 to 19 in FY16. The average number of employees within this sector for FY15 and FY16 (data available for first two quarters) was 122,849 and 124,888, respectively.

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This shows that although the number of employees has increased in the manufacturing sector, there was a decline in work-related accidents resulting in amputation.

Results gathered from inspections conducted during FY16 was compared to the results from the analysis conducted for FY15. Analysis between the two fiscal years shows that not only did the number of inspections conducted increase from last fiscal year, but the number of identified hazards per an inspection increased, meaning more hazards were eliminated from the workplace thereby helping to create a safer working environment. See the table below for a comparison of some of the data gathered from FY15 and FY16.

Amputation LEP Analysis - FY15 and FY16

Amputation LEP Inspections	FY15	FY16	Diff.
Inspections Conducted	73	118	45
Hazards Identified	176	297	121
Violations per Inspection	2.4	2.5	0.1
Employees Affected	5,839	4,386	(1,453)
Amputation Injuries (Manufacturing) reported	22	19	(3)
Average Number of Employees (Manufacturing)	122,849	124,887	2,039

Based on the above information, it appears the Amputation LEP had a positive impact on places of employment where amputation hazards exist.

UOSH will continue to provide education and compliance assistance to employers, as well as enforce regulations where hazards are observed, to ensure employers who have equipment and/or machinery that are known to cause serious injury, including amputations, are aware of the hazards and take appropriate steps to eliminate employee exposure to those hazards.

With the continuance of the Amputation LEP, UOSH believes the incidents of amputations and fatalities will continue to be reduced where machines are present that would likely cause such occurrences.

Federal Guidance Adopted

CPL-03-00-019	National Emphasis on Amputations Directive	UOSH has adopted an alternative
29 CFR Part 1904	Occupational Injury & Illness Recording Requirements	UOSH incorporated nearly identical on 12/28/2015.
29 CFR Part 1910, 1926	Electric Power Generation	UOSH incorporated identical on 12/28/2015.
29 CFR Part 1926	Confined Spaces in Construction	UOSH incorporated identical on 12/28/2015.
29 CFR Part 1926	Cranes & Derricks in Construction	UOSH incorporated identical on 12/28/2015.
CPL-02-02-078 2015	Enforcement Procedures and Scheduling for Occupational Exposure to Tuberculosis	UOSH adopted identical on 12/30/2015.
CPL-02-02-079 2015	Inspection Procedures for the Hazard Communication Standard (HCS 2012)	UOSH adopted identical on 01/09/2016.
TED-03-01-004 2015 825	Special Government Employee Policies & Procedures Manual for the Occupational Safety and Health Administrations Voluntary Protection Programs CSP-03-01-004	UOSH adopted identical on 01/29/2016.
29 CFR Part 1904	Final Rule to Improve Tracking of Workplace Injuries and Illnesses	UOSH will incorporate nearly identical by 1/31/2017.
29 CFR Part 1910, 1926	Final Rule for Occupational Exposure to Respirable Crystalline Silica	UOSH is planning to adopt identical by 1/31/2017

Staff Training Activity

The following training was provided to CSHOs and Consultants during FY 2016:

OSHA Webinar

- 0102 – Aerial Lifts in Construction Industry
- 0104 – NIOSH Health Hazard Evaluations – An Investigative Resource
- 0107 – Silica: Regulatory Update and Outreach Resources
- 0110 – Electrical Hazards in Construction

OTI Training

- 3300 – Safety and Health in the Chemical processing Industries
- 3400 – Hazard Analysis in the Chemical Processing Industries
- 2350 – Expanded Health Standards
- 3380 – Enhanced 40-Hour Health and Safety Course for CSHOs
- 3430 – Advanced PSM in the Chemical Industries
- 1250 – Introduction to Health Standard for Industrial Hygienists
- 1410 – Inspection Techniques and Legal Aspects
- 1412 – Advanced Legal Aspects for OSHA Managers

Rocky Mountain Center for Occupational & Environmental Health OSHA Training Facility

- Asbestos Contractor/Supervisor Training
- Asbestos Contractor/Supervisor Refresher
- Annual Conference on Safety and Industrial Hygiene (assorted workshop and classes)
- 8-Hour HAZWOPER Refresher

Utah Safety Council

- Electrical Safety: OSHA Compliance
- Fundamentals of Industrial Hygiene

Other Training

- NSC First Aid Course
- 10 Hour Outreach Course General Industry
- 10 Hour Outreach Course Construction
- Air Sampling Solutions for High Profile Issues
- OSHS Coding

OSHAcademy

Employees continue on-line courses through the OSHAcademy. Each course was a minimum of 2 hours of training.

Staff Training Cost Saving

Although training is a significant expense for the agency, UOSH recognizes the importance of providing training to UOSH staff. Proper training contributes to the CSHOs' ability to represent UOSH with a high degree of professional expertise in the field of occupational safety and health. UOSH has implemented efforts to obtain training courses onsite and has utilized training centers within Utah to further educate CSHOs to help expand their knowledge of safety and health.

CSHOs have also traveled out-of-state to attend training courses provided by the Federal OSHA Training Institute (OTI) Education Centers. Compliance Supervisors have attended training at the OTI to obtain tools and information that will assist with helping CSHOs succeed at ensuring employees are provided a workplace free from recognized hazards.

UOSH's Whistleblower Investigator participated in whistleblower investigation training held at the OTI and a CSHO traveled out-of-state to participate in a VPP audit with Federal OSHA to assist the VPP team and as a training opportunity. In addition to these out-of-state training opportunities, training has been provided to staff at the local level through in-house training, webinars, OSHAcademy courses and courses taken locally.

UOSH utilizes the expertise of its own most experienced CSHOs to provide training to new staff members, in addition to local courses offered by the University of Utah and the Utah Safety Council. The Utah Labor Commission also provides regular training sessions in other general areas important to the achievement of our mission.

Occupational Medicine Residency Program with University of Utah

During FY 2016, three physicians from the Occupational Medicine Program of the University of Utah Department of Family and Preventive Medicine Division of Public Health served residency training with UOSH staff.

UOSH provides this training as part of a cooperative effort with the University of Utah. This training allows the residents to gain exposure to the administrative and regulatory aspects of UOSH with respect to health and safety in the workplace. Also, it increases their knowledge and familiarity regarding worker's compensation and employment law in the State of Utah.

General Organizational Information

UOSH Staff Changes

In FY 2016, the Compliance Manager position and one of the Compliance Supervisor positions were re-organized into the Compliance Program Manager, filled by Holly Lawrence and the Field Operations Manager filled by new hire Cameron Ruppe on October 11, 2016. In addition, there was a substantial turnover of employees, six additional positions were vacated and filled. The Whistleblower Investigator was filled by Graeme Abraham on September 9, 2016. Five CSHO positions either retired, resigned or left for other reasons during the year. At this time all seven of those positions have been filled.

Compensation Level and Recruitment Challenges

Limited compensation levels for personnel continue to be a tremendous challenge to UOSH for the type of professional level, technical knowledge, education, experience and expertise needed to perform complex occupational safety and health inspections. This continues to be a critical challenge for UOSH, limiting the ability to recruit candidates with the expertise and talent needed to accomplish UOSH's mission. This is evident by the difficulty in recruiting individuals with experience and expertise in engineering, chemistry and industrial hygiene.

Infrequent and limited pay increases, due to unstable/limited funding, result in trained and experienced employees leaving state jobs and going into the private sector for better pay and benefits after the state has invested an estimated \$50,000.00 in training for those individuals. Based on current economic forecasts, UOSH does not expect this situation to improve in the near future.

State Internal Evaluation Program (SIEP)

UOSH's State Internal Evaluation Program (SIEP) included an internal evaluation of its internal operations. This is a critical component of the monitoring system and provides that mandates are met, remembering that states have the flexibility to design and implement programs that will fit each individual state's needs and personnel resources.

Areas of Emphasis SIEP program

Inspection Scheduling	Utah Adjudication Process
Accident Referral Investigations	Contested Cases
Fatality/Catastrophe Investigations	Informal Conference
Complaint Investigations	Data Entry for Contested Cases
Case File Documentation	Data Entry for Informal Conference
Case File Data Entry	Settlement of Cases
Case File Review and Approval	Data Entry of Settlement Cases
Citation Processing	Data Quality – SAMM Report
Assurance of Abatement	CSHO Training
Petition for Abatement Modification	Industrial Hygiene Process
Denial of Entry Warrant	Review of CA files

In FY 2017, UOSH will perform quarterly reviews of a random sample of Compliance safety and health cases to ensure the quality and efficiency of the process.

Annual Performance Goals and Results

UOSH's performance plan includes a goal directed towards the reduction of fatalities, injuries, and illnesses. The change in the State's injury/illness/fatality rates will be included in UOSH's assessment of the achievement of the national goal(s).

As a performance measure, UOSH has had a decrease in the fatality rate for industries that are under UOSH's jurisdiction with a rate of 0.81, a 25.7% rate reduction from the State of Utah Fatality rate average for 2010-2012 baseline of 1.1. This reduction of the fatality rate in Utah is below the preliminary 2014 national BLS rates of the all-worker fatal injury rate of 4.2.

CA and outreach conducted by UOSH has contributed to the reduction of the Utah total recordable injury and illness case rate from 3.6, which is the average of the 2010 - 2012 BLS data for Utah, to the currently published 2015 rate of 3.3.

UOSH works to promote a safety and health culture through participation with Consultation, VPP, SHARP and other CA. UOSH has continued its commitment to VPP with a designated CSHO for the administration of VPP. This CSHO was sent to the Region VIII VPPPA Conference, as well as participating in a Federal OSHA VPP site visit in another state. In addition, this CSHO attended the VPPPA National Conference.

Annual Performance Goal USG 1 Results Table

Annual Performance Goal USG1 – Reduce Fatalities (Mandatory Goal)					
Goal	Achieve an effective impact in the reduction of Utah fatality rate for industries under UOSH jurisdiction, measured by the most current State of Utah and BLS fatality data.				
Outcome	Reduce the rate of workplace fatalities.				
Annual Performance	Achieve a rate of fatalities lower than the baseline.				
	<i>USG1 Strategy</i>	<i>Industry</i>	<i>Baseline</i>	<i>2016 Goal</i>	<i>2016 Results</i>
	<i>Change in Utah Fatality Rate (Baseline BLS 3 year average fatality rate FY 2010-2012)</i>	<i>All Combined</i>	<i>1.1</i>	<i>1.00</i>	<i>0.81</i>
Strategy	<ol style="list-style-type: none"> 1. Focus UOSH inspections, CA and outreach activities on industry sectors with the highest injury incident rates related to the leading causes of fatalities in Utah. 2. Review YTD fatalities reported to UOSH to identify specific areas of emphasis for the development and implementation of Local Emphasis Programs. 3. Adopt National Emphasis Programs, as appropriate, for high risk industries. 				
Outcome Indicator(s)	Percent change in fatality rates based on State of Utah and BLS annual data.				
Results (2016)	<p>Number of Fatalities: 11 Number of employees under UOSH Jurisdiction: 1,364,299 2016 Fatality Rate: 0.81 Change from baseline: 25.7% decrease Special Areas of Emphasis: 5 Fatalities in General Industry 6 Fatalities in Construction</p> <p>Primary cause of fatalities were: Caught-in-between (5 cases), Struck-Against (2 cases), Struck-By (1 case), Fall (1 case), Asphyxiation (1 case), Cardiac Arrest (1 case).</p>				
Data Source(s)	UOSH & BLS current available fatality rate for FY 2010 - 2012.				
Baseline	Rate of 1.1 from the average of FY2010 -2012 UOSH data.				

Annual Performance Goal USG 2 Results Table

Annual Performance Goal USG2 – Reduce Injuries and Illnesses (Mandatory)				
Goal	Achieve an effective impact in the reduction of injuries and illnesses, in industries that are under UOSH jurisdiction, measured by the most current average of BLS total recordable cases rate (TRC).			
Outcome	Reduce the rate of workplace injuries and illnesses lower than the baseline.			
Annual Performance	Annual reduction in total workplace injuries and illnesses rate for all industries.			
	<i>USG2 Strategy</i>	<i>Industry</i>	<i>Baseline</i>	<i>2016 Goal</i>
	<i>Change in Utah Total Annual Recordable Case Rate (Baseline BLS 3 year average TRC for FY 2010-2012)</i>	<i>All Combined</i>	<i>3.6</i>	<i><3.6</i>
				<i>Result *</i>
	* BLS current published rate for 2015 for Utah.			
Strategy	<ol style="list-style-type: none"> 1. Focus UOSH inspections, CA and outreach activities on industry sectors with the highest injury incident rates related to the leading causes of injuries and illnesses in Utah. 2. Review YTD injuries and illnesses reported to UOSH to identify specific areas of emphasis for the development and implementation of Local Emphasis Programs. 3. Adopt National Emphasis Programs, as appropriate, for high risk industries. 			
Outcome Indicator(s)	Reduction in total annual recordable case rates in industries under UOSH jurisdiction. Number of CA activities conducted in general industry and construction. Number of inspection activities conducted in general industry and construction. Number of Public Sector CA activities conducted in general industry and construction. Number of outreach activities.			
Results (2016)	Compliance	Inspections	CA	Total
	General Industry	396	3	399
	Construction	402	131	533
	Public Sector	17	0	17
	Total	815	134	949
	Public Sector	Visits	CA	Total
	Total	20	66	86
	Total UOSH	Inspections/Visits	CA	Total
		835	200	1035

Annual Performance Goal USG 3 Results Table

Annual Performance Goal USG3 – Safety and Health Culture (Non-mandatory)				
Goal	Increase participation in Recognition Programs and CA to promote workplace safety and health.			
Outcome	Increase the number of Compliance interventions. Conduct presentations to promote Recognition applications.			
Annual Activity	Interventions	Baseline	2016 Goal	2016 Results
	Public Sector Consultation Visits	42	43	17
	Public Sector Consultation CA	36	37	66
	VPP Applications	1	1	2
	VPP Participants	6	7	8
	Public Sector SHARP Applications	2	2	1
	Public Sector SHARP Participants	5	6	8
	Partnerships	1	1	0
	Compliance CA	196	198	134
Strategy	<ol style="list-style-type: none"> 1. Promote Public Sector Consultation Services to increase the number of requests. 2. Promote VPP and partnerships to increase the number of applications and participants. 3. Promote CA. 			
Outcome Indicator(s)	<ol style="list-style-type: none"> 1. Number of 23(g) Public Sector Consultation visits. 2. Number of CA. 3. Number of VPP participants. 4. Number of VPP new applications. 			
Data Source(s)	IMIS/OIS Reports			
Baseline	Baselines are determined by previous performance, staffing, resources, focus and emphasis.			

